
Army Personnel and Pay Integration Initiatives

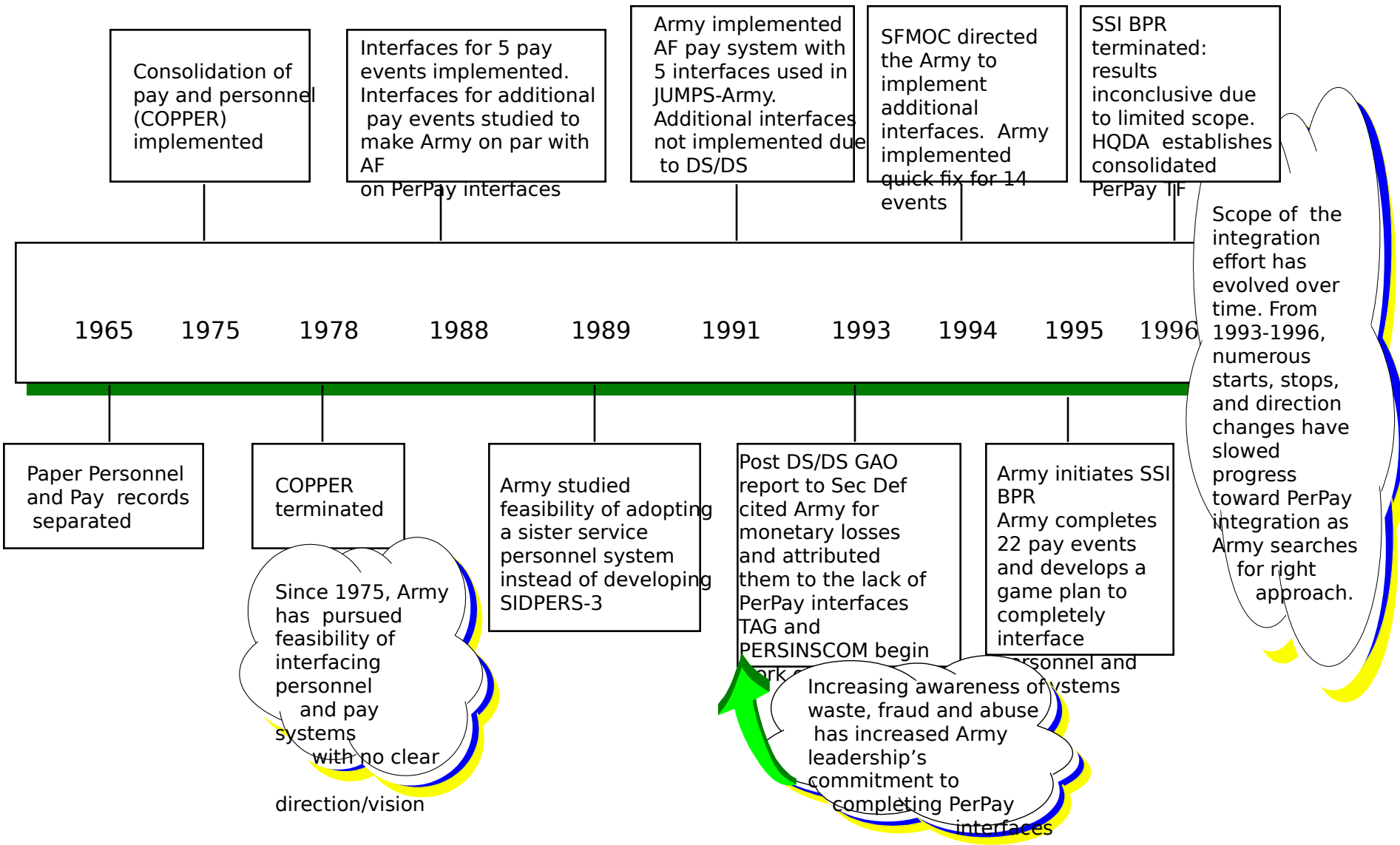
Consolidated Army Action Plan
May 1997

Purpose

To outline Army's plan to meet DoD requirements for personnel and pay systems interfaces and the Army goal of personnel and pay functional integration

Background

PerPay Historical Time Line



Personnel/Pay Integration Vision and Goals

Vision: A state of the art integrated personnel & finance system that provides seamless support to all customers.

Mission:

Provide commanders personnel and finance support through functional integration of personnel and finance processes, technical interfaces of military personnel and pay systems and, if feasible, structural merger of personnel & finance units. Integrated automation systems will be key to the success. As such, the system must be capable of seamless support to all active and reserve components, and functional on the battlefield as well as in garrison. Integration of structure, functions, and systems must enhance the commander's ability to meet mission requirements and increase quality of life for soldiers, as well as provide timely strength and accounting information for personnel and finance operations managers.

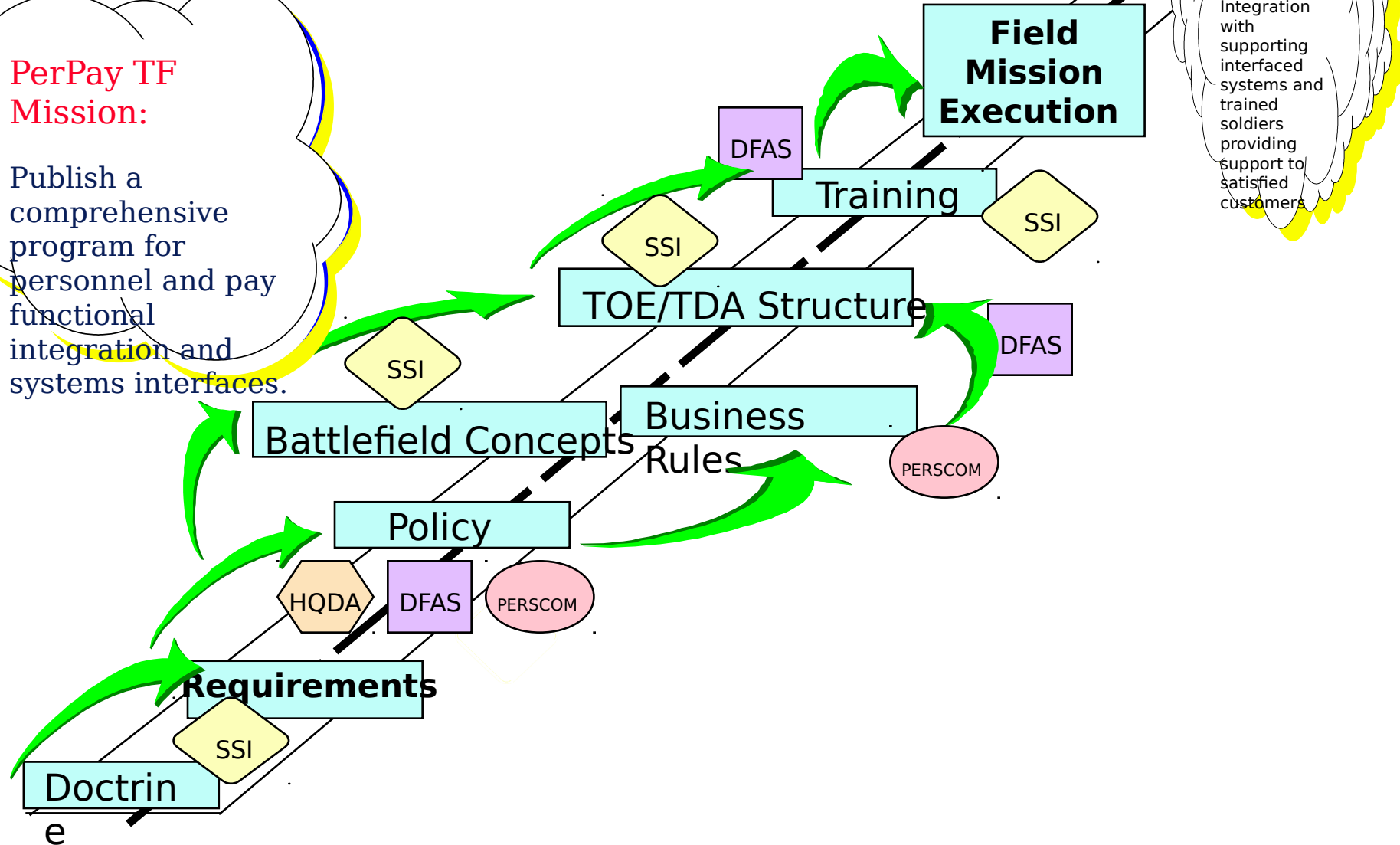
Goals:

- Seamless personnel and pay processes
- Internal controls and audit procedures that prevent loss of funds
- Single source data entry (minimize rekeying)
- Reduce system mismatches
- Improve customer service
- Meet USD (Comptroller) requirements
- Serve both AC & RC personnel

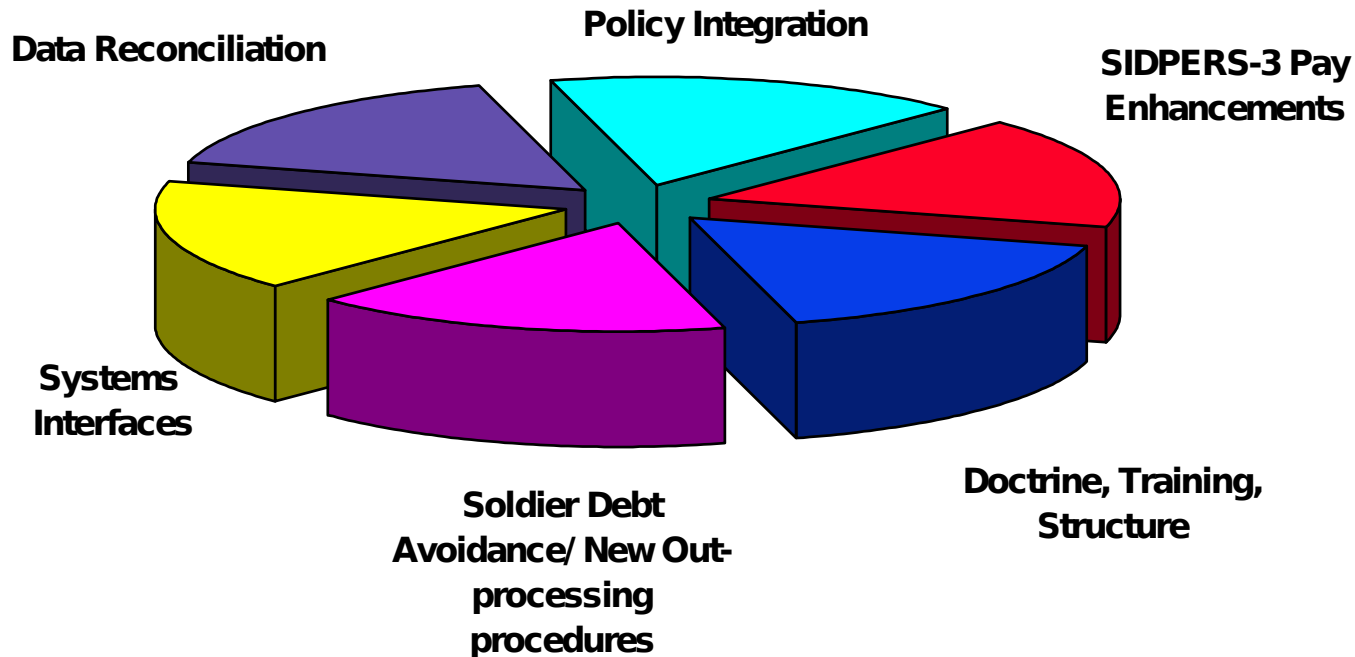
PerPay TF Mission

PerPay TF Mission:

Publish a comprehensive program for personnel and pay functional integration and systems interfaces.

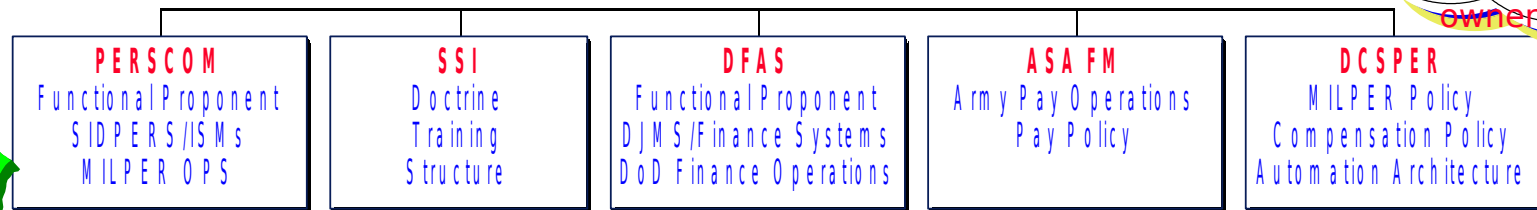


PerPay TF Scope



PerPay TF Process Owners and Tasks

TF Director responsible for integrating the efforts of all process owners



- Business processes and rules for SIDPERS-3, TAPDB TRANSPROC, RETAIN
- Systems development for SIDPERS-3, TRANSPROC, RETAIN, TAPDB
- Update AR 600-8 series regs
- Determine SSB./SSD (MILPO Ops) oversight requirements
- Update principles of support for multi-functional programs
- Determine appropriate work center for for each function, task, step
- Determine and staff policy for in-service

- Develop integrated personnel and finance doctrine
- Determine MOS requirements for multi-functional units
- Determine training (AIT and OJT) requirements for new processes and systems
- Develop supporting structure for new processes
- Develop customer service concept in conjunction with structure development

- Develop single AC/RC pay system
- Complete technical requirements for interfaces from personnel systems
- Determine military pay oversight requirements
- Determine business rules for Pay only functions, tasks, steps
- Determine appropriate changes to

- Provide finance operations oversight to PerPay integration
- Determine and staff appropriate changes in financial operations policy
- Determine and staff appropriate changes to statutes
- Determine and staff policies for Soldier out-of-service debt

- Provide personnel functional oversight for PerPay integration
- Determine and staff appropriate changes to personnel and pay compensation policy
- Determine and staff appropriate changes to statutes
- Examine business processes and

PerPay Mission Timeline

96

97

98

99

DJMS

AC/RC Blueprint Development

AC/RC System Development

Testing

Fielding

SIDPERS--3

APG

FT Jackson

FT Drum

FT Bragg

General Fielding

PerPay ENHANCEMENTS

Release 1

Rel 2

Rel 3

Rel 4

Rel 5

Rel 6

DOCTRINE

FM 14-100

Training Plan Development

STRUCTURE

FM 12-6

Study Doctrine, Training Issues

TOE Development

TRAINING

Service to Soldier Study

FDU 99-2

TOE Approval

TAA 09

TO BE PROCESS

Release 1&2 Rules

Functions, Tasks, Steps

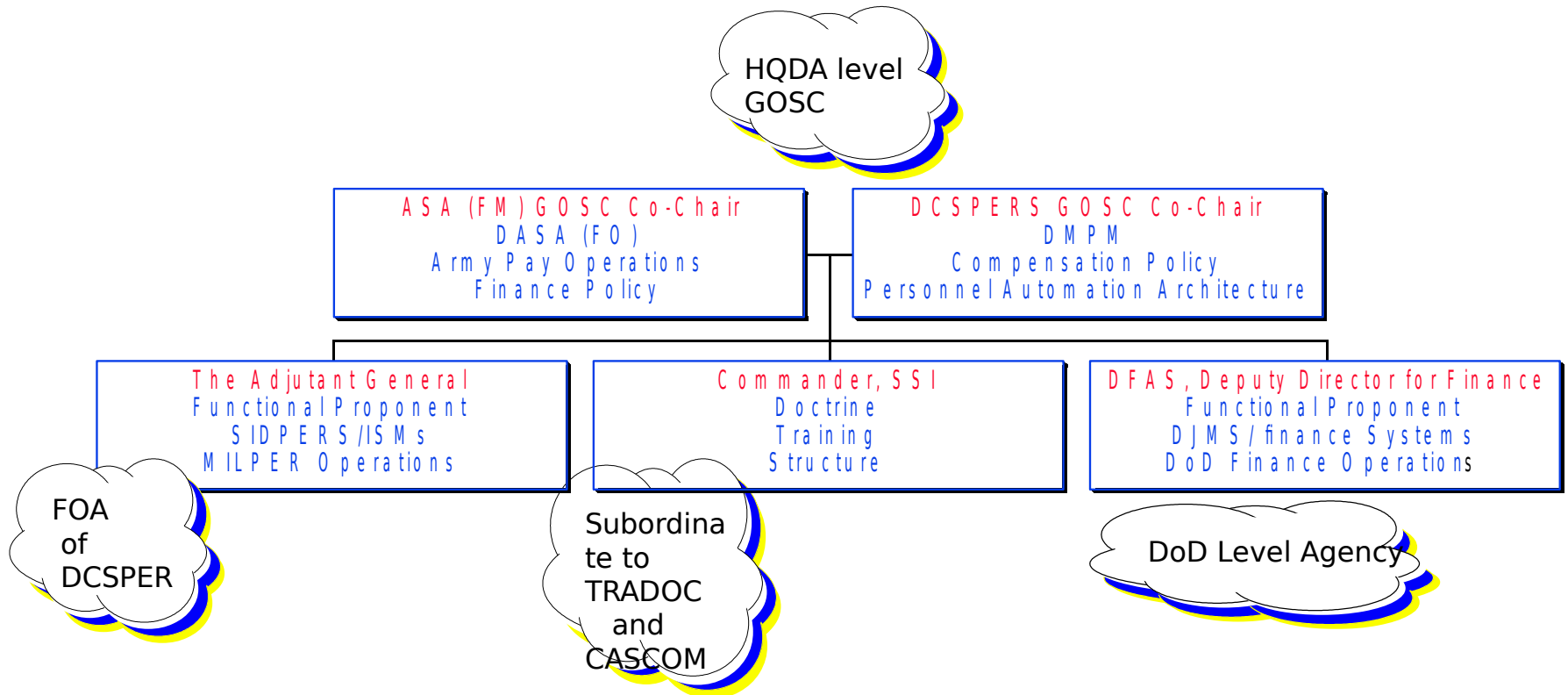
Rules, Policies, and Procedures

TASK
FORCE

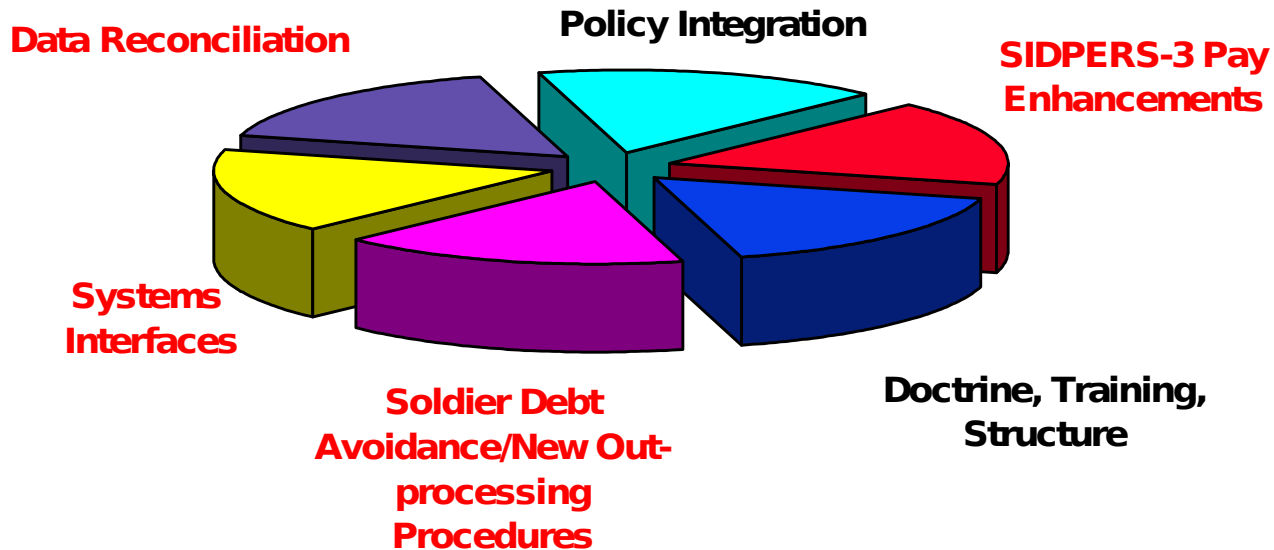
PerPay Task Force

Transition Team

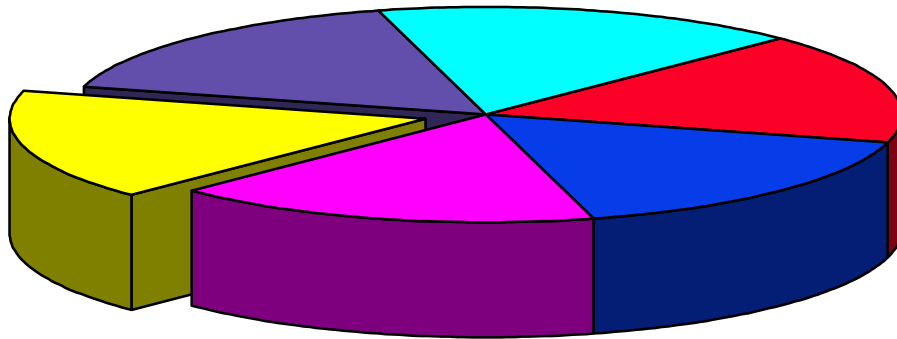
Task Force Overwatch



PerPay TF Scope



PerPay Systems Interfaces

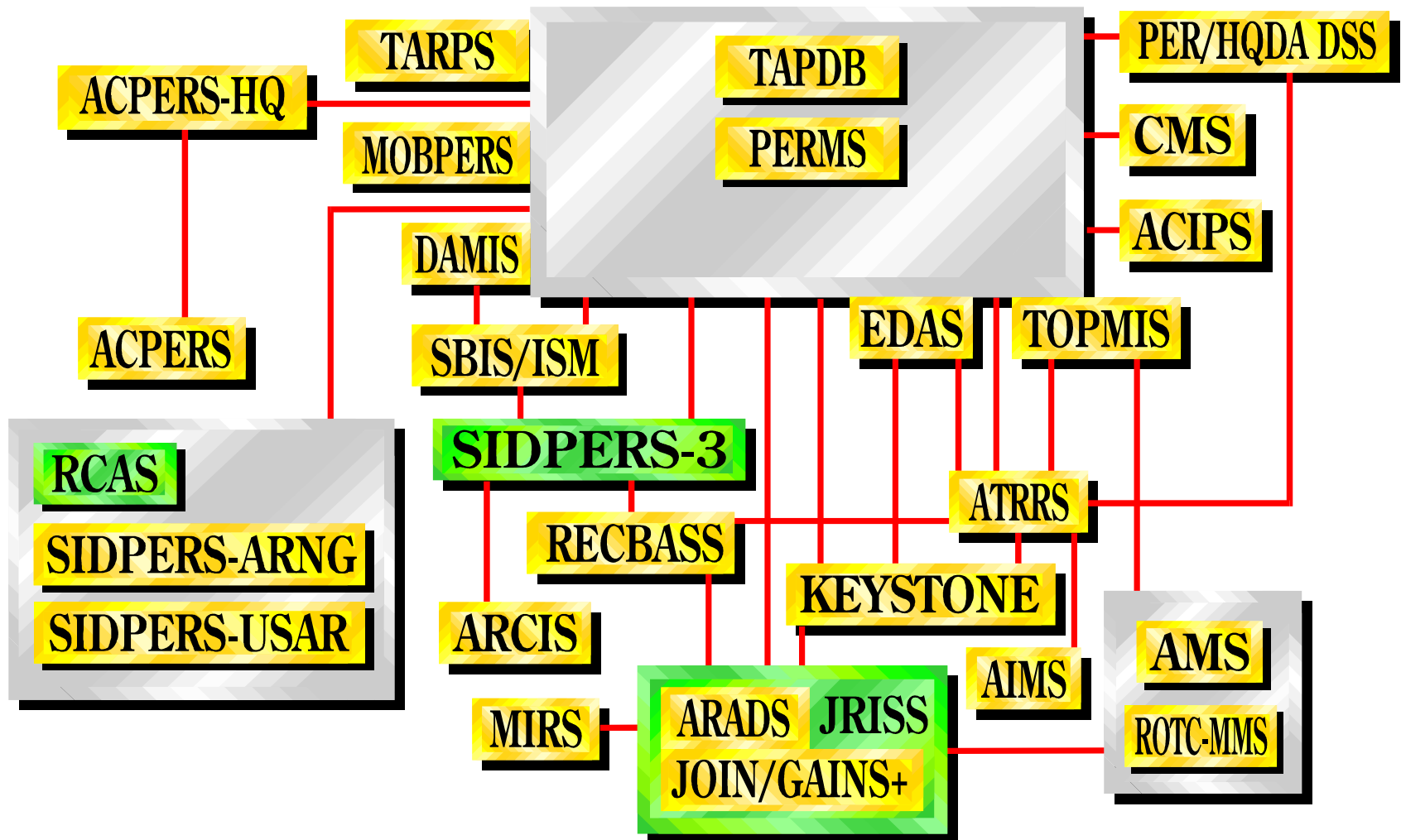


Systems Interfaces

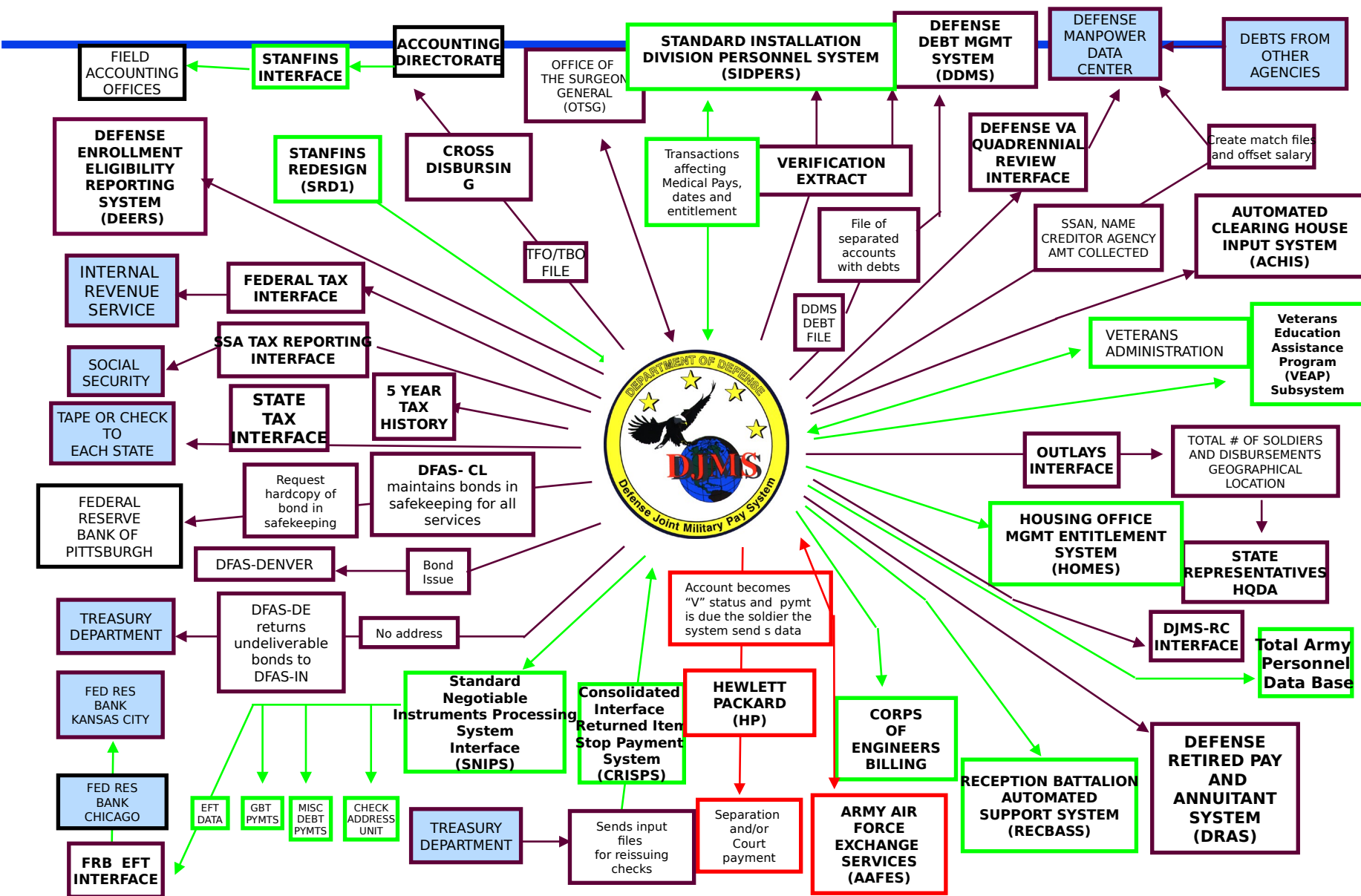
- **SIDPERS-3 Pay Enhancements**
- **SSI Service to the Soldier Study**
- **Soldier Debt**
- **Systems Interfaces**
- **Data Reconciliation**
- **Policy Integration**

1998 Target Personnel Systems Architecture

(Selected Systems and Interfaces as of December 1996)

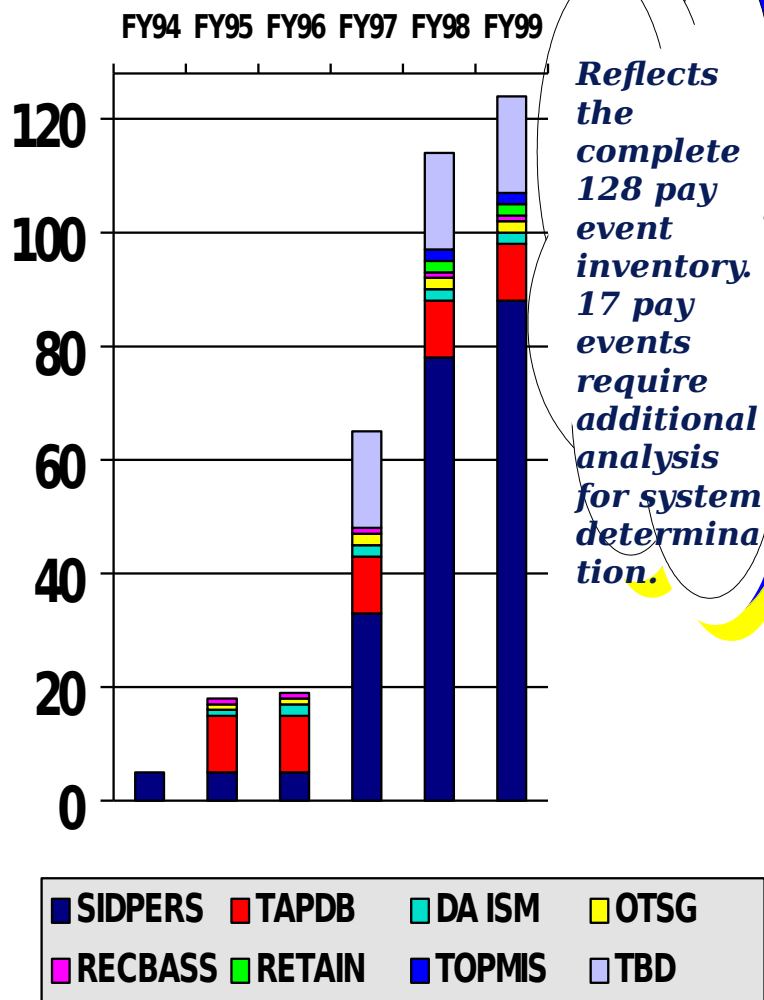


DEFENSE JOINT MILITARY PAY SYSTEMS- ACTIVE

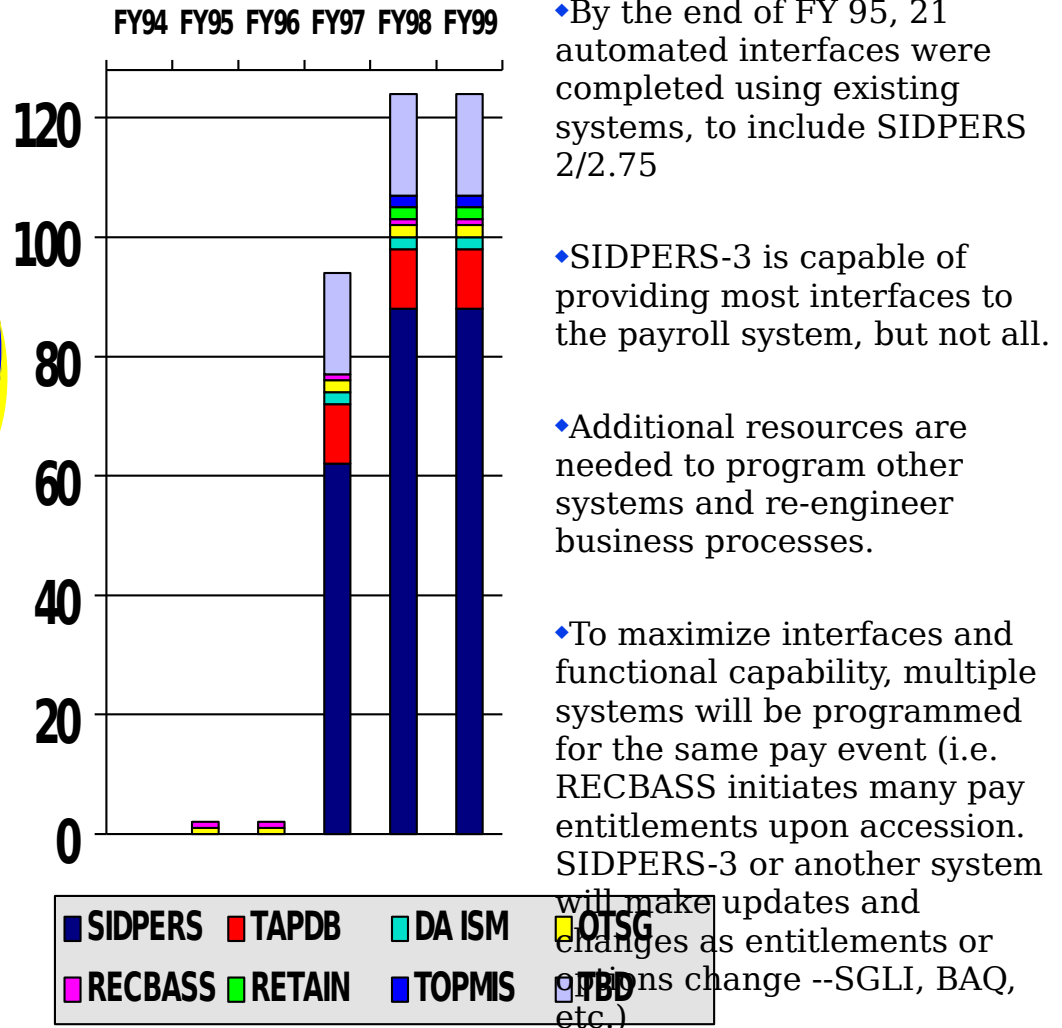


Interfaces Programming/Business Process Comparison

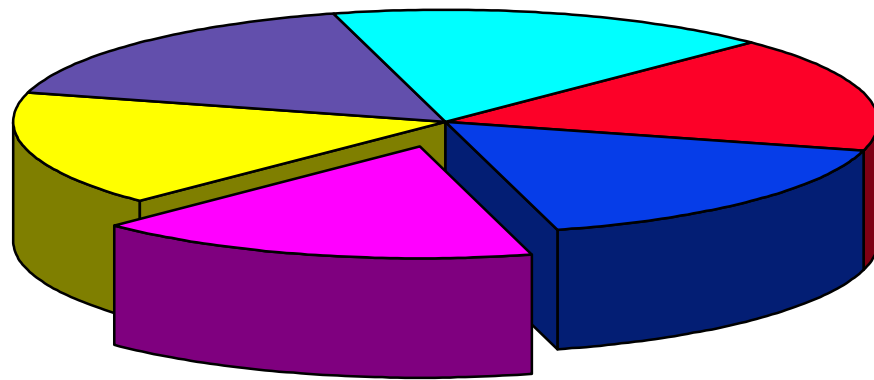
Programming Schedule



Processes/Business Rules Schedule



Soldier Debt Avoidance



Soldier Debt Avoidance/
New Out-processing Procedures

- **SIDPERS-3 Pay Enhancements**
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New Out-processing

~~Procedures~~

Background

- ◆ 1994 DFAS statistical reports showed approximately \$87 million Army loss due to out-of-service debt.
- ◆ 1994 DoD IG report cited the Army as the worst of all services with one in four soldiers separating with a debt.
- ◆ Comparison to sister services revealed that the Air Force consistently meets or exceeds the DFAS standard of 15% of service members separating in debt.
- ◆ Research on Army installation procedures indicated that there was room for improvement Army-wide. Installations that best controlled debt were using stringent clearance procedures similar to those used by the AF.
- ◆ DoD Debt Avoidance Task Force directed the Army and the Navy to conduct a test of new out-processing procedures aimed at identifying debt before a soldier reports to the final separation station.
- ◆ 19 Sep 95 Information Paper outlining test provided to MACOM DCSPERS.
- ◆ 20 Sep 95 Information briefed to MACOM DCSPERS at DCSPER VTC.
- ◆ 11-20 Oct 95 MACOM DCSPERS notified by email of pending changes and where possible HQDA Letter and test forms provided electronically.
- ◆ Test began 1 Nov 95 and will continue through 1 May 96.

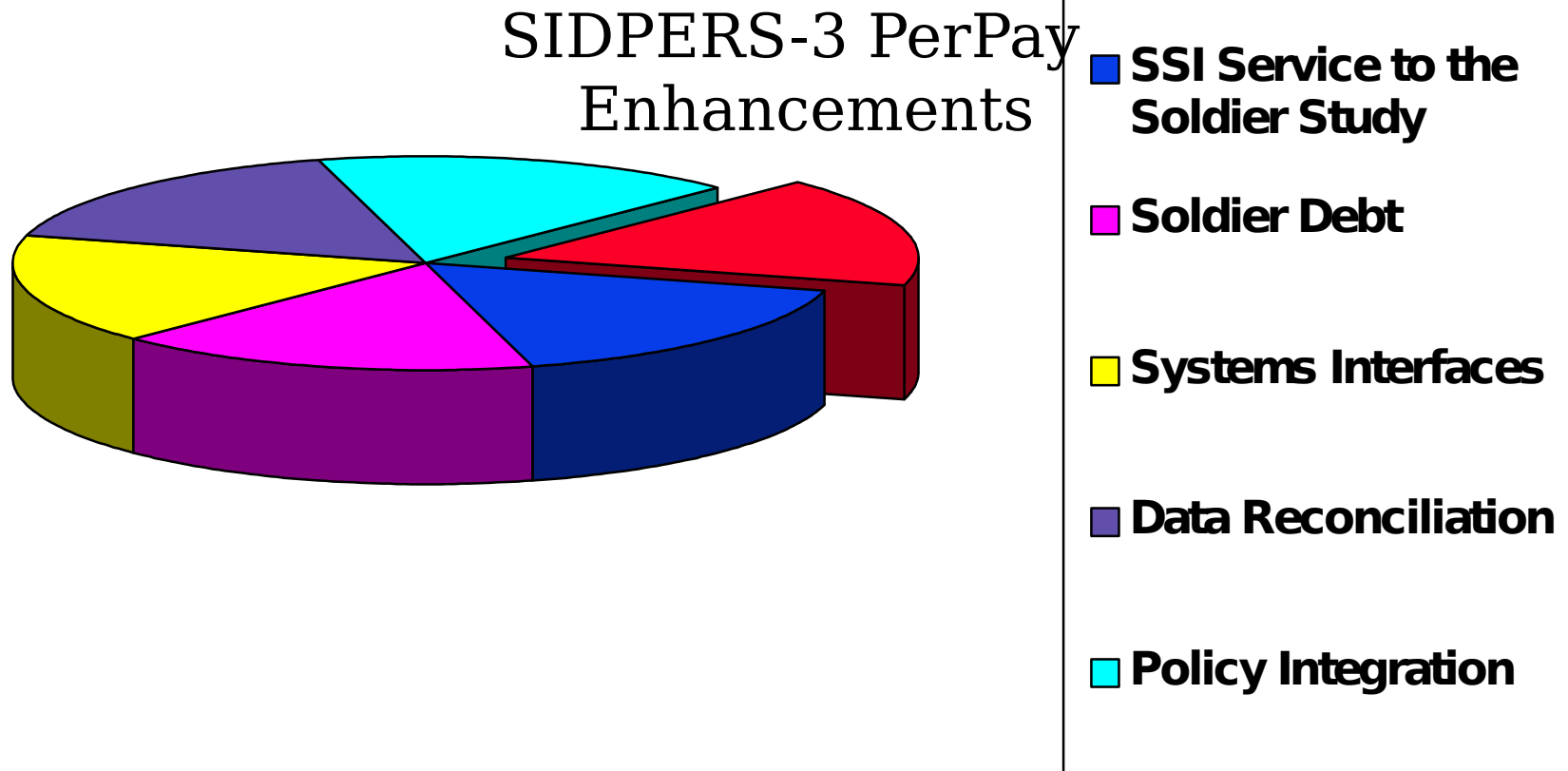
Summary of Out-of-service

~~Debt~~

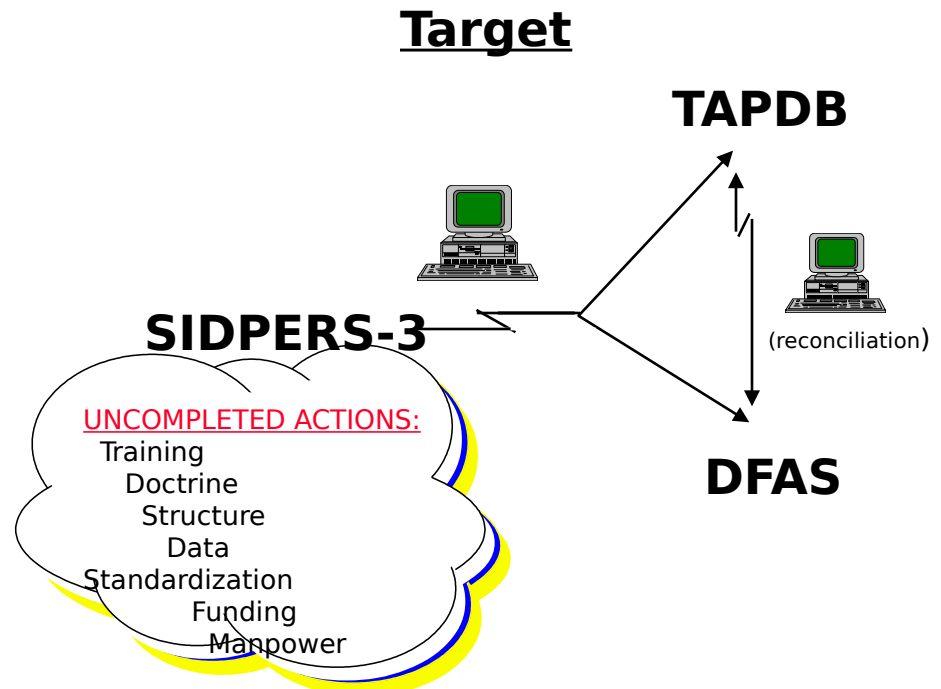
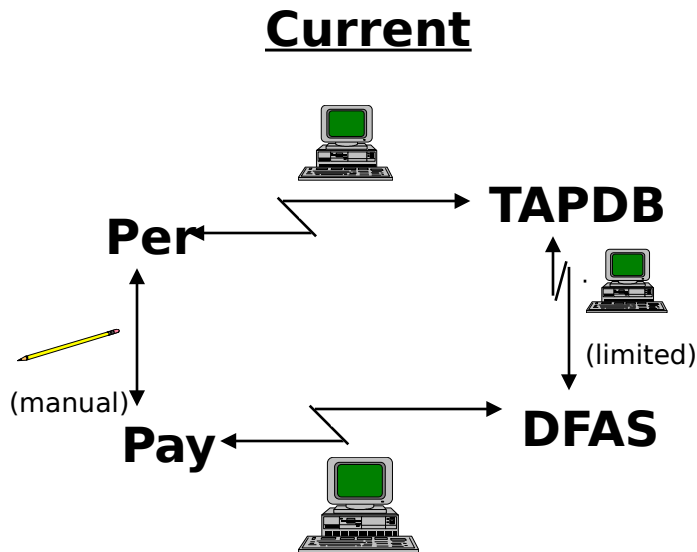
Test Procedures

- ◆ HQDA Letter implementing instructions provided to all installations.
- ◆ New DA Form 137 (Test) issued to all out-processing soldiers.
- ◆ Extensive checks for debts required by all installation agencies to which a soldier could become indebted (i.e. housing, AER, transportation, etc.)
- ◆ FY 95 average debt statistics serve as the baseline for comparison.
- ◆ Evaluation of debt reduction made monthly beginning with Dec 95 data.
- ◆ Use of existing automation systems to meet requirements is encouraged. UCAS and DA ISM both provide excellent capability to gather the required information and thus minimize the soldier traffic to each agency.
- ◆ Initial instructions targeted all PCS and separating soldier population. MACOMs allowed to focus on separating population if installation circumstances warrant it.
- ◆ ODCSPER approval of exceptions.

SIDPERS-3 PerPay Enhancements



Business process re-engineering and systems modifications



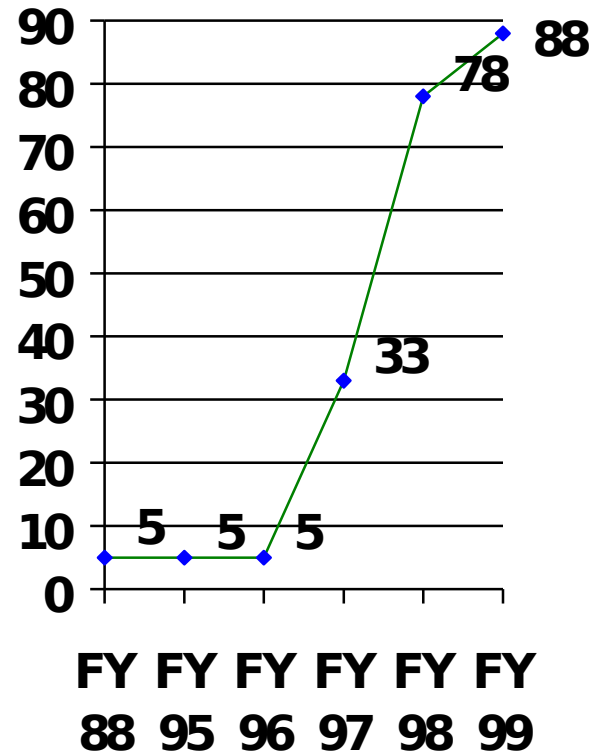
- Separate personnel & pay systems
- Much data unique to each system
- Paper trail between local Per Office and local Pay Office
- Multiple source input to top of Per & Pay systems

- Totally automated and interfaced Army PerPay Systems
- Shared single source data entry to top of Per & Pay systems
- Unnecessary paper eliminated

SIDPERS-3 Interfaces

Schedule

- ◆ 1988 pay interfaces began with SSD.
- ◆ Following a 1993 GAO report which outlined deficiencies of the personnel and payroll systems, the Army began aggressive programs to correct deficiencies and maximize interfaces.
- ◆ In 1994, DoD led a study of current SIDPERS 2/2.75 and determined that it was not technologically possible to add additional pay interfaces to that system.
- ◆ In 1995, the Army developed a plan that would build on the new SIDPERS-3 capabilities and provide maximum pay interfaces.
- ◆ SIDPERS-3 PerPay enhancement plan consists of a time phased plan of six program releases from FY96-FY99. The plan is a joint plan with ODCSPER, DFAS and ASA (FM&C).



PerPay DEVELOPMENT PLAN

SIDPERS-3

RELEASE 1

9802

NAME, GRADE, SEX, SVC DATES, DOS/E

PAY
EVENTS

TENTATIVE
FIELDING

RELEASE 2

9802

SPECIAL/INCENTIVE PAYS, LEAVE, SGLI

RELEASE 3

9808

PAY/BANK OPTION, CLOTHING, NJP, CM, PACIDN,

LES ADDRESS, HELD PAY

RELEASE 4

9808

AWOL/DESERT/CONFINED, BAS (TENT.), TAXES, DEBT

RELEASE 5

ALLOTMENTS

99

OTHER SYSTEMS

9902

BAQ, VHA, COLA, FSA, PCS ARRIVE/DEPART

PRIMARY
LEVEL

- PAC - 43
- PSB/M

• TAPDB

ACCESSIONS-NBT; ACCESSION CONFIRMATIONS

• RETAIN

REUP/EXTENSION, EB, SRB, BROKEN SVC SRB

• MODS

MED/DENTAL VSP, VET/OPTOMETRY DUTY PAY,
NURSE/DENTAL ACCESSION BONUS

• RECBASS

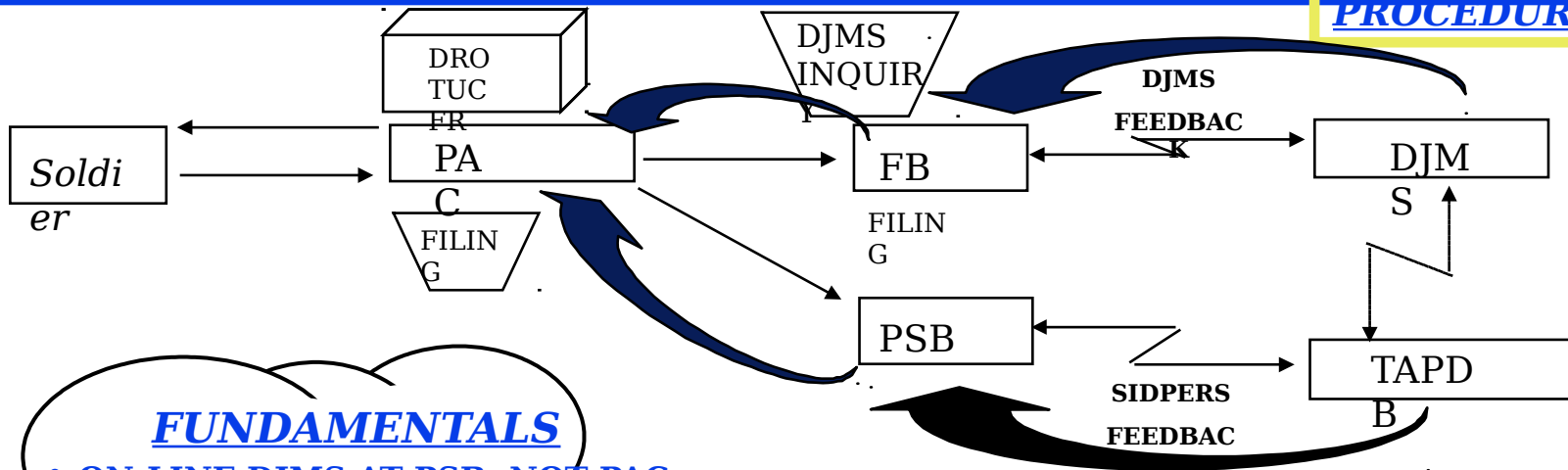
ACCESSIONS-BT

• DA ISM

SEPARATIONS; ARRIVAL/DEPARTURE

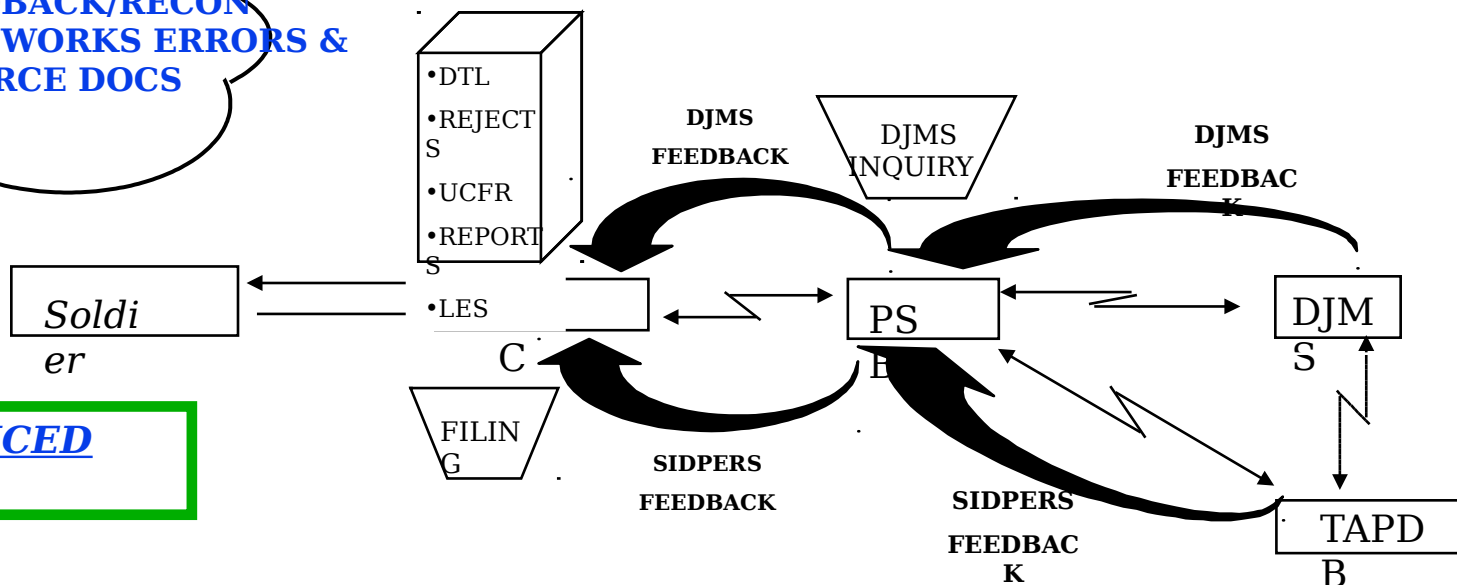
PerPay WORKFLOW-PAC

CURRENT PROCEDURES



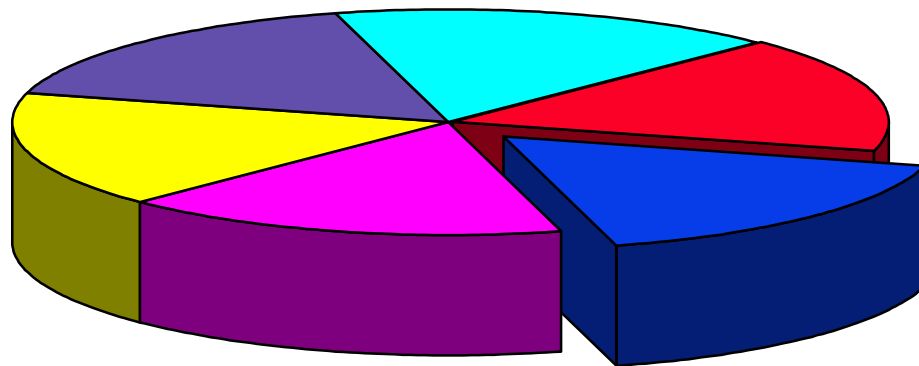
FUNDAMENTALS

- ON-LINE DJMS AT PSB; NOT PAC
- EARS FOR FEEDBACK/RECON
- INPUT SOURCE WORKS ERRORS & STORES SOURCE DOCS



PerPay ENHANCED PROCEDURES

SSI Service to the Soldier Study



SSI S2S Study

- **SIDPERS-3 Pay Enhancements**
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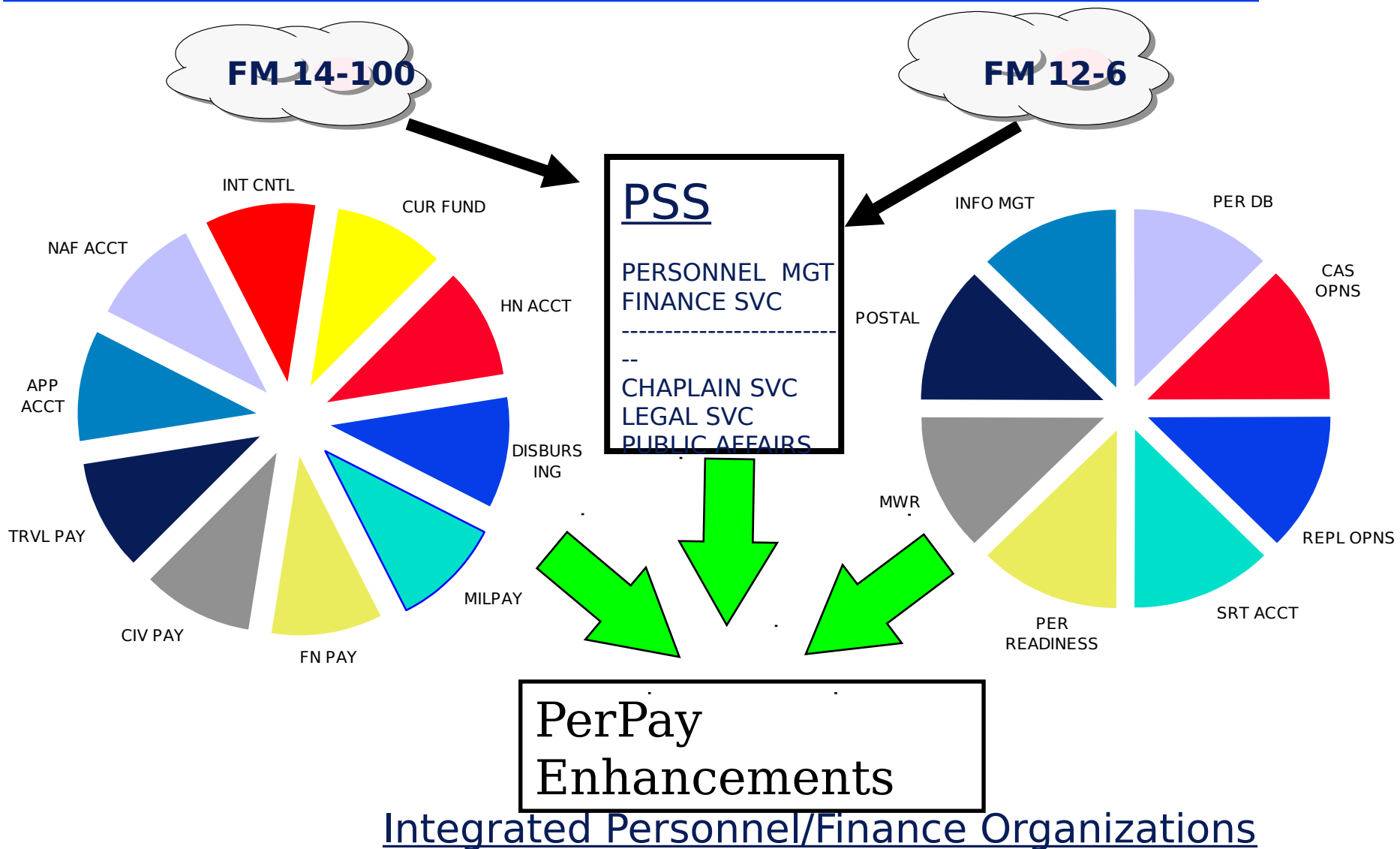
SSI Service to the Soldier

~~Study Task~~

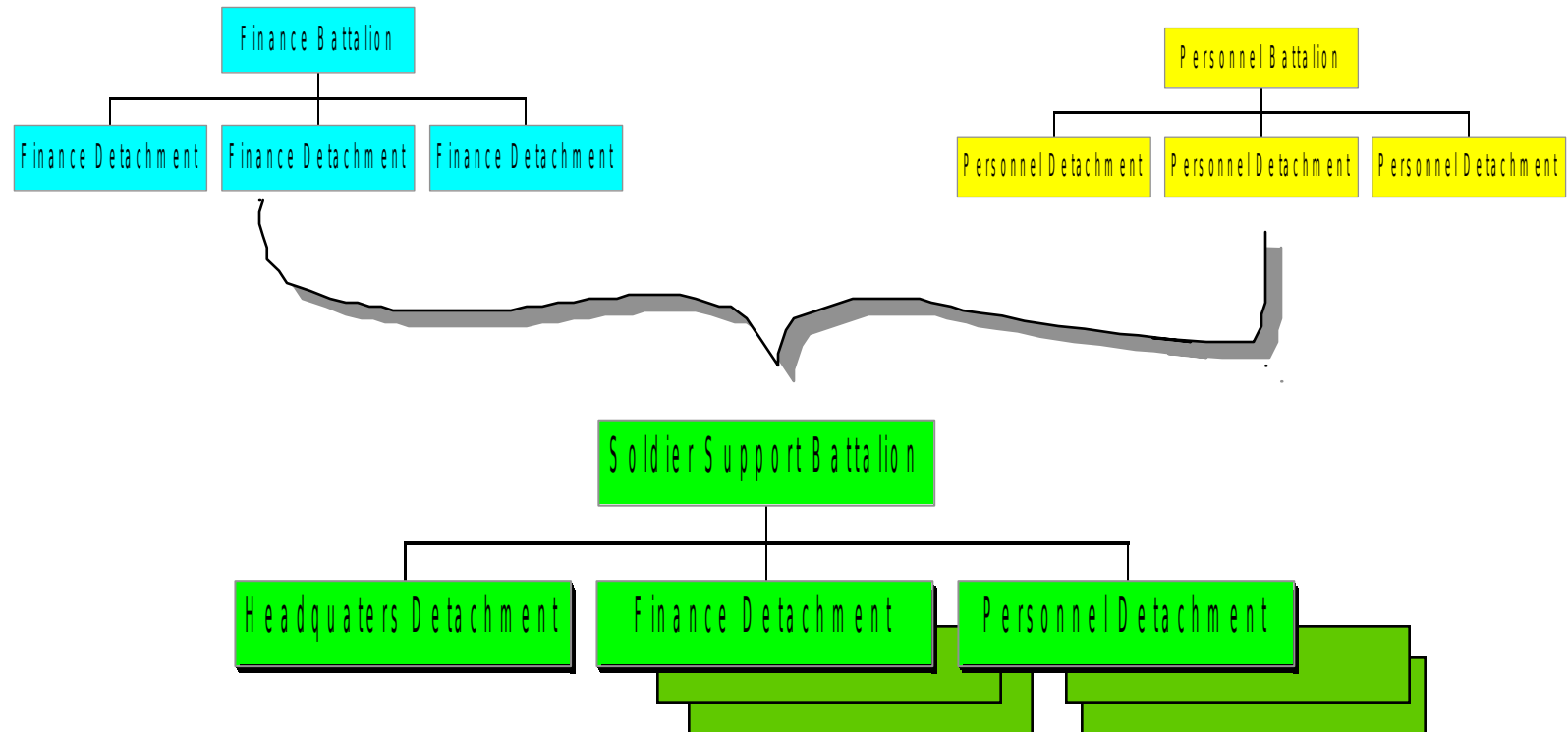
ISSUE 35

1. TRADOC develop feasibility study timelines and concept for entry into FDU 98-2
2. Incorporate current PerPay business process re-engineering study being conducted jointly by ASA(M&RA) and ASA (FM&C) , and FM 14-100 was published 7 May 1997.
3. DCSOPS, if FDU results are approved by VCSA/CSA, transition the Army to the new force structure design.
4. USAFISA, if FDU results are approved by the VCSA/CSA, document the new organizational design.
5. No branches will be dissolved and the opportunity to compete for command will be maximized.

SSI Service to the Soldier Study Scope

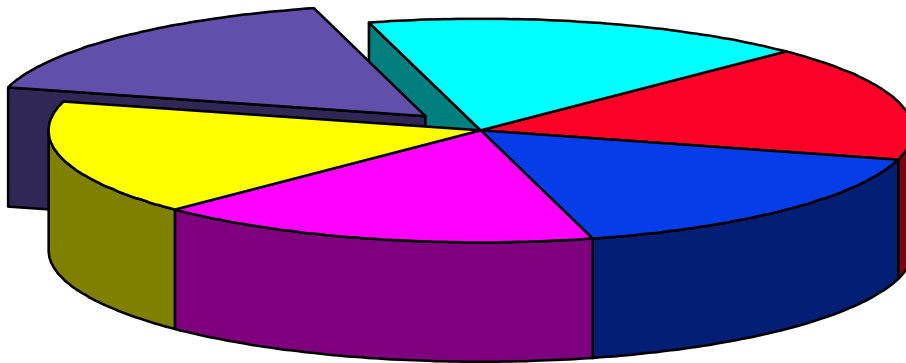


Service to the Soldier Study (Command and Control (C2) Structure Test)



PerPay Data Reconciliation

PerPay Data Reconciliation



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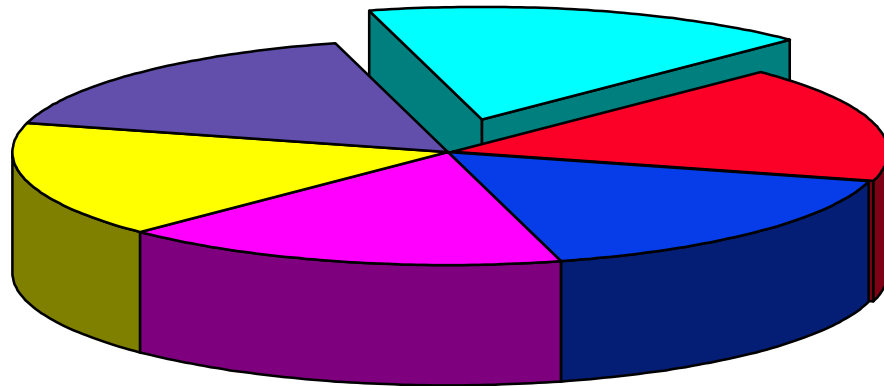
Ongoing Data Reconciliation Efforts

- ◆ C27/UCFR Reconciliation

- Working with ASA (FM&C) to evaluate the proposal to provide a standard software program to the field, so that commanders and S1s can leverage automation systems to reconcile database differences at the unit level.
- Military Pay Reject Analysis
- Established procedure where DFAS provides the Army monthly statistical analysis of military pay errors caused by personnel transactions. PERSCOM analyses the data to separate system incompatibility errors from personnel input errors (i.e. promotions rejects caused by DFAS software)
- Database 'Bumps'
- Monthly database bumps are conducted to ensure that no record exists on the pay system that is not verified by the personnel system.
- Additional comparisons are planned to ensure that more data is matched, i.e. grade and ETS date
- Procedures to routinely verify personnel strength and payroll strength being initiated
- Pursuing other means to minimize data reconciliation problems due to processing dates, i.e. USR as of 15th, UCFR as of 20th and Personnel Accountability Reports as of 30th

PerPay Policy Integration Business Process Re-engineering

Policy Integration
Business Processes

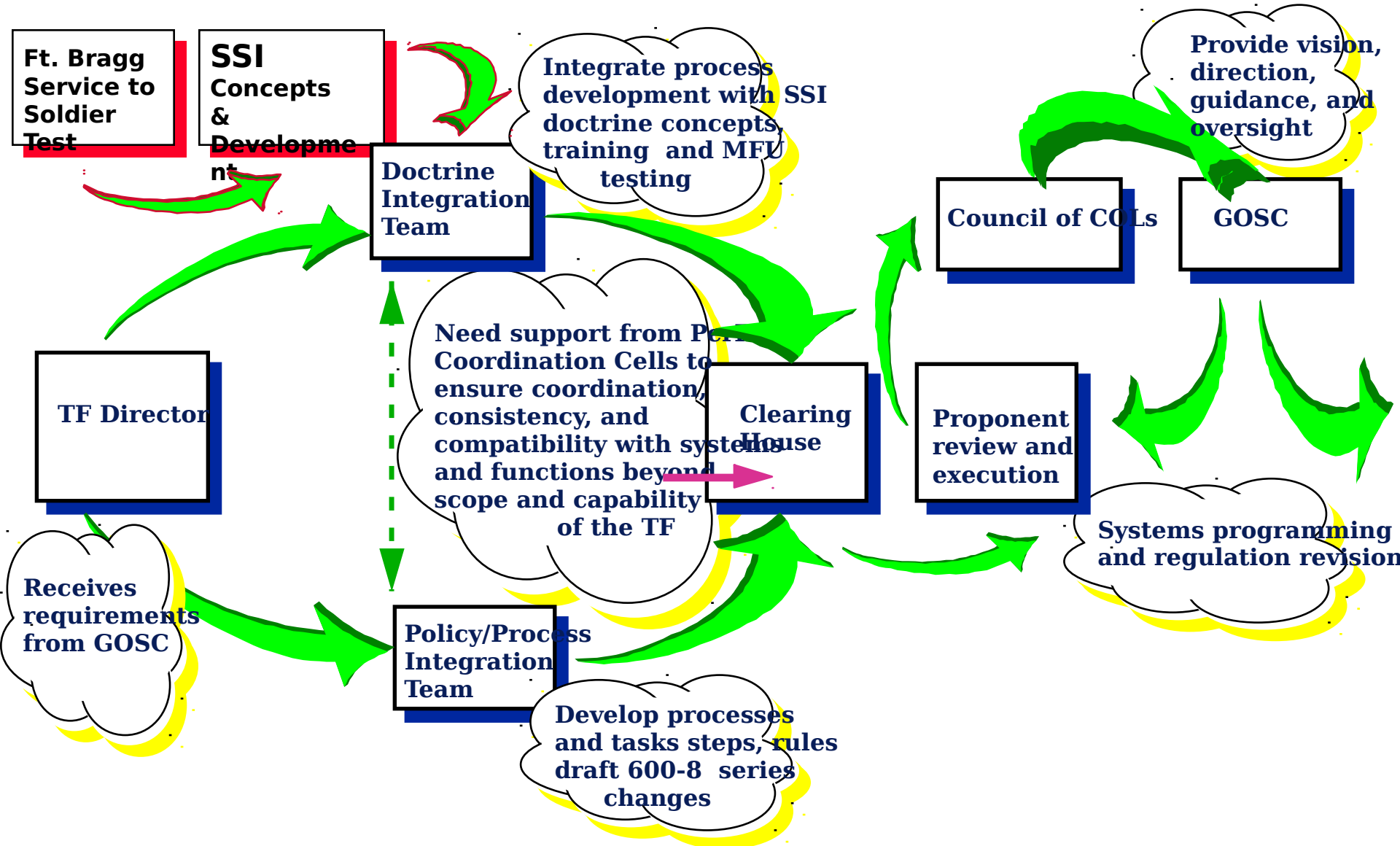


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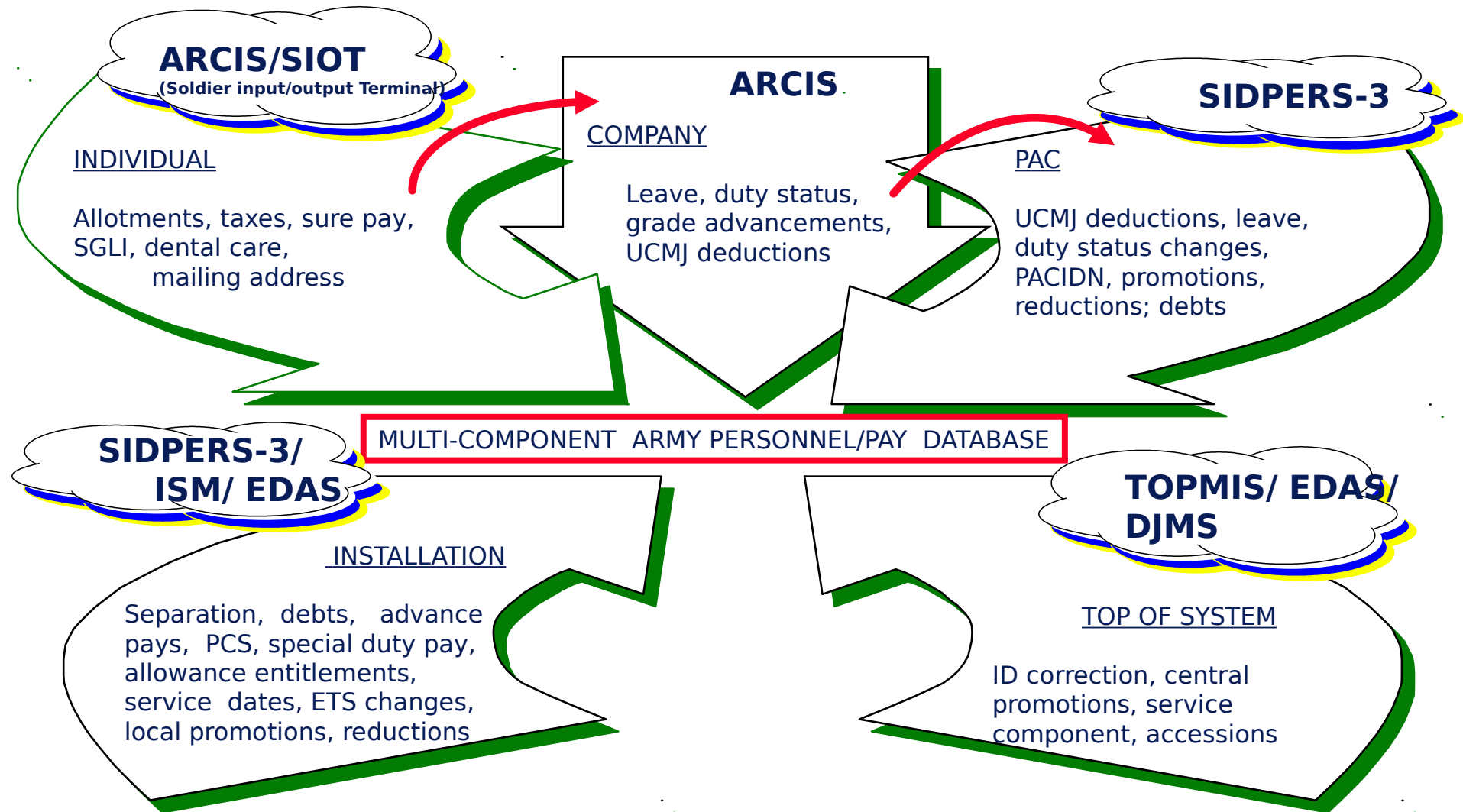
Characteristics

- ◆ Supports minimal PSS battlefield footprint while providing maximum information support capability.
- ◆ Automation systems rely on single source input from the lowest practical level.
- ◆ Business practices and automation systems compliant with established DoD standards.
- ◆ Automation systems enable DFAS and other agencies to share needed data.
- ◆ Connectivity through the automation system will be seamless and transparent to the users.
- ◆ Complementary to the Army Battle Command architecture.
- ◆ Reduces paper processing to that required by law.

of Policy, Doctrine, and Training



Levels of Input



Levels of Output

ARCIS/SIOT

INDIVIDUAL

LES, ORB/ERB, leave balance, debt balance (Battlefield cash)

COMPANY

UCFR/C27, individual and unit data, processing reports, personnel action approvals and disapprovals

SIDPERS-3

PAC

Individual data, unit data, processing reports, strength accounting reports, personnel, payroll entitlement reports, action approvals and disapprovals

SIDPERS-3/ISM/EDAS

INSTALLATION

Individual data, unit data, management reports, strength accounting reports, personnel action approvals and disapprovals

MULTI-COMPONENT ARMY PERSONNEL/PAY DATABASE

TOPMIS/EDAS/DJMS

TOP OF SYSTEM

Individual data, unit data, management reports, strength accounting reports